

**CALIFORNIA CODE OF REGULATIONS  
TITLE 2. ADMINISTRATION  
DIVISION 1. ADMINISTRATIVE PERSONNEL  
CHAPTER 1. STATE PERSONNEL BOARD  
SUBCHAPTER 1.3 CLASSIFICATIONS, EXAMINATIONS, AND APPOINTMENTS  
ARTICLE 1. DEFINITIONS**

Proposed Text: Adopt Sections 83.5 and 83.6

§83.5. Nepotism

Nepotism means an employee's use of influence or power to hire or assign an applicant or employee because of a personal relationship.

Note: Authority cited: Section 18502 and 18660, Government Code. Reference: Section 19050, Government Code.

§83.6. Personal Relationship

Personal relationship is defined as an association by blood, adoption, marriage and/or cohabitation.

Note: Authority cited: Section 18502 and 18660, Government Code. Reference: Section 19050, Government Code.

Proposed Text: Adopt Section 87

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ARTICLE 1.1. GENERAL PROVISIONS**

§87. Anti-Nepotism

Appointing powers shall hire and assign all employees on the basis of merit and fitness in accordance with civil service statutes, rules and regulations. Nepotism is expressly prohibited in the state workplace because it is antithetical to California's merit based civil service system.

All appointing powers shall adopt an anti-nepotism policy that includes the following components:

- (1) A statement that the appointing power is committed to merit-based hiring and that nepotism is antithetical to a merit-based civil service system.
- (2) A definition of “personal relationship” as an association by blood, adoption, marriage or cohabitation.
- (3) A statement that prohibits participation in the selection of an applicant for employment by anyone who has a personal relationship with the applicant, as defined.
- (4) A statement that prohibits the direct or first-line supervision of an employee with whom the supervisor has a personal relationship
- (5) A process for addressing issues of direct supervision when personal relationships between employees exist.

Note: Authority cited: Section 18502 and 18660, Government Code. Reference: Section 19050, Government Code.